

EXHIBIT G



AFSCME Local 4041

American Federation of State, County and Municipal Employees, AFL-CIO

April 20, 2010

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Board of State Prison Commissioners

Jim Gibbons, Governor

Catherine Cortez Masto, Attorney General

Ross Miller, Secretary of State

101 N. Carson St.

Carson City, NV 89701

RE: AFSCME Concerns - Board of State Prison Commissioners April 20, 2010

Dear Commissioners,

AFSCME Local 4041 members have showed concern and would like action taken regarding the following agenda items:

Agenda item #4: Presentation/Discussion on future Budget Issues including moving Prison Industries from NV State Prison- Howard Skolnik, Director. **AFSCME Local 4041 members disagree with any movement in regards to PI until such time Legislators/Prison Board members hold hearings on this matter.**

Agenda item #5: Presentation/Discussion on Impact of Correctional Officer furloughs to security of NDOC's operation and provisions of NRS 209.131 – Howard Skolnik, Director. **AFSCME Local 4041 members feel NDOC will be in violation with NRS 209.131; Section 4: *Be responsible for the supervision, custody, treatment, care, security, and discipline of all offenders under his or her jurisdiction.* AND Section 7: *Take proper measures to protect the health and safety of the staff and offenders in the institutions and facilities of the Department.* Furloughing officers will result in major security concerns as NDOC is already understaffed extremely below Legislative Minimum Staffing Levels. (See NNCC's Pull and Shutdown rosters as an example.)**

Agenda item #6: Status on AR 105 Complaint filed by Kevin Ranft/AFSCME Local 4041 – Howard Skolnik, Director. **Kevin Ranft, representing AFSCME Local 4041, will be withdrawing the complaint against Director Skolnik as an agreement has been reached on AR 105 and AR 326 – There is an agreement that the mandatory overtime list will be reset every 45 days and officers will be allowed to find a replacement from another officer if he or she can't work during a staffing shortage mandatory overtime request.**

Agenda item #7: Status of moving to 12-hour Shifts – Provisions cited in Special Session legislation SB 3 (vetoed) – Howard Skolnik, Director. (See SB 3)
During the most recent Legislative Special Session, a 12 hour shift plan was put in place to save NDOC over 2 million dollars, with further savings of 4 million dollars resulting from a 4.6% pay cut by each officer per month (in-lieu of the furloughs). These savings, along with additional overtime savings, would have assisted NDOC in meeting their budget requirements. Furthermore, the plan would have allowed for staffing levels to be maintained at safe levels since the furloughs would not be necessary.

Agenda item #8: Discussion/possible action regarding State Administrative Regulations (Attachment 1) - Howard Skolnik, Director. **AFSCME Local 4041 members are concerned with the AR's as follows:**

AR 331, Employee Liability – This Administrative Regulation is very concerning to our members as it could be used against an employee for any policy violation without regards to mitigating circumstances or for non-willful policy violations. There is no process within this AR that discusses a review panel, investigation, or appeal process.

AR 339, Code of Ethics Employee Conduct Prohibitions and Penalties – AFSCME Local 4041 would like to keep this as a Temporary AR until an appropriate amount of time can be given to review and make changes to ensure fairness in selecting a penalty as it applies to this AR.

AR 340, Employee Complaint Reporting and Investigation – AFSCME Local 4041 would like to keep this as a Temporary AR until an appropriate amount of time can be given to review and make changes to ensure fairness and timeliness during an investigation as it applies to this AR.

AR 341, Employee Misconduct and Performance Adjudication - AFSCME Local 4041 would like to keep this as a Temporary AR until an appropriate amount of time can be given to review and make changes that ensure fairness and timeliness during the adjudication process that applies to this AR.

Kevin Ranft,
AFSCME Local 4041 - Representative

CC: Howard Skolnik, Director